NATIONAL ABSENCE & HIRING TRENDS 2018-2019 School Year

ABSENCE & HIRING TRENDS

TIP: The data below represents the most comprehensive data set over the past three years, and highlights levers that K-12 education organizations can use to think more strategically about their absence management and hiring practices.

Fill rates have fallen for the 2018-19 school year, as compared to 17% in 2015-2016 and 17.6% in 2016-17.

Recruiting & Hiring Data

To boost declining fill rates, districts should consider:

- Requiring substitute requests for all absences on days that are hardest to fill.
- Developing strategies to encourage substitutes to accept more jobs.
- Postings, and proactively recruiting, especially for districts with half of all substitutes not working at all.

School Business Administration's data shows more job postings being created and fewer job applications submitted per job posting.

Insight: These statistics are based on data from:

- Over 1,000 K-12 organizations using Frontline's applicant tracking system. This represents data from 3,882,730 employees and 54,062,639 absences. This data is so comprehensive that the Center for Research and Reform in Education at Johns Hopkins University has declared it to be representative of national trends.

- Over 6,000 K-12 organizations using Frontline's absence and substitute management tool, representing data from 16,645,901 applications submitted and 885,200 jobs posted.

The data below is sourced from a subset of 42 Urban, Suburban, and Rural school districts in the U.S. The data represents an average of the Absence & Hiring Data from the 2018-19 School Year.

Because there are significant differences in the data across organization-size brackets, the statistics and analysis should be interpreted as comprehensive overviews and not as precise assessments of individual organization data.